

# AHMED ALOHIB – Executive HR Director

## Contact Information

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## Professional Summary

- Executive Human Resources Director with 10+ years of experience leading HR strategy, workforce transformation, and HR governance across contracting, logistics, and media sectors.
- Expert in HR Transformation, Workforce Planning, Organizational Development, and Change Management.
- Proven ability to lead HR digitalization, ERP implementation, employee engagement programs, and large-scale restructuring initiatives.
- Strong background in Saudi Labor Law, compliance (Qiwa, GOSI, Mudad), and HR analytics supporting executive decision-making.
- Known for building HR systems that improve efficiency, optimize manpower cost, and elevate organizational performance.

## Core Competencies

- HR Strategy & Transformation
- Workforce Planning
- Talent Management
- Succession Planning
- Organizational Development
- Saudi Labor Law Compliance
- HR Governance (Qiwa, GOSI, Mudad)
- HR Analytics & KPI Dashboards
- Performance Management (PMS)

- Digital HR Systems (ERP)
- Compensation & Benefits
- Employee Engagement
- Change Management
- HR Business Partnering (HRBP)
- Recruitment & Onboarding
- Payroll Operations
- Policy Development
- Stakeholder Management

### **Professional Experience**

#### **Human Resources Director – Alejtiyaz Contracting Co. | Riyadh | Apr 2022 – Present**

- Lead HR strategy and operations for 1,200+ employees across multiple business units.
- Implemented ERP-driven HR digitalization improving accuracy, compliance, and process automation.
- Achieved a measurable reduction in turnover through targeted retention strategies and engagement initiatives.
- Developed workforce planning models aligned with business growth and capability development.
- Established HR analytics dashboards improving executive decision-making by over 30%.
- Ensured 100% compliance with Qiwa, GOSI, and Saudi regulatory requirements.

#### **Human Resources Manager – Alnaseej Alarabi Co. | Riyadh | Apr 2021 – Apr 2022**

- Executed organizational restructuring to improve manpower alignment and operational efficiency.
- Improved recruitment efficiency by implementing digital applicant tracking workflows.
- Enhanced employee relations and optimized performance management systems.
- Achieved significant improvements in labor law compliance reporting.

#### **Human Resources Manager – Alshrouq Express Co. | Riyadh | Sep 2020 – Apr 2021**

- Led HR operations including payroll, training, and manpower planning.

- Developed HR policies supporting operational scalability.
- Enhanced employee engagement and reduced retention risks.

**Human Resources Manager – Sawahil Aljazera for Media | Riyadh | Aug 2019 – Aug 2020**

- Directed recruitment, talent acquisition, and compensation activities.
- Implemented HR automation tools increasing workflow efficiency.
- Strengthened departmental communication and HR alignment with business objectives.

**HR Specialist – Environment House for Contracting | Riyadh | Jul 2018 – Jul 2019**

- Managed payroll, contracts, and employee relations.
- Executed recruitment and onboarding processes.
- Organized professional development and employee welfare programs.

**Education**

- CIPD – Chartered Fellow (FCIPD), In Progress
- SBS Swiss Business School – Doctorate in Business Administration (DBA), In Progress
- Master's in Human Resources Management – Middle East Electronic University
- Bachelor's in Human Resources Management – University of Bayford
- SHRM – Advanced Certificate in HR Management (ACHRM)
- Harvard University – Exercising Leadership: Foundational
- University of Minnesota – Preparation for Human Resources

**Training Courses**

- Oxford Training College – Human Resource Management
- ELS – English Language Course
- KPIs – Professional Path Training Center
- Artificial Intelligence in HR – Alison

**Languages**

- Arabic – Native
- English – Very Good